



DEPARTMENT OF THE NAVY
CHIEF OF NAVAL PERSONNEL

Date: 1/28/19

Memorandum from the Chief of Naval Personnel

To: ASN (M+RA)

Mr Secretary,

As part of the pre-trial agreement for CDR Starmer's General Court-Martial, the CDA (ADM Davidson) agreed to recommend CDR Starmer retire in grade. The CDA's recommendation is non-binding. Based on the severity of his misconduct, and consistent with other GDMC cases, I recommend he be retired as an O-4.

V/r,
[Signature]



DEPARTMENT OF THE NAVY
CHIEF OF NAVAL PERSONNEL
701 SOUTH COURTHOUSE ROAD
ARLINGTON VA 22204-2472

1920
Ser 00/012
January 28, 2019

From: Chief of Naval Personnel
To: Assistant Secretary of the Navy (Manpower and Reserve Affairs)

Subj: ADMINISTRATIVE SEPARATION/RETIREMENT GRADE DETERMINATION ICO
CDR JASON W. STARMER, USN, 1710

Ref: (a) OPNAVINST 6100.3A

Encl: (1) COMUSFLTFORCOM ltr 5810 Ser N01L/031 of 29 Mar 18
(2) COMNAVPERSCOM ltr 1920 Ser 834/356 of 25 Sep 18
(3) CDR Starmer's ltr of 2 Oct 18
(4) CDR Starmer's O-5 fitness reports
(5) CDR Starmer's O-4 fitness reports

1. Discussion. CDR Starmer is a restricted line officer (foreign area officer) with 21 years, 10 months of commissioned service and 28 years, 1 month of total active-duty service as of January 18, 2019. He is a non-probationary officer and was commissioned via the Naval Reserve Officers Training Corps. He was promoted to O-5 on June 1, 2013. Recoupment of educational cost is not an issue. Community managed bonuses, if applicable, will be recouped. He did not serve in an imminent danger pay area as defined by reference (a) within the last 730 days. Pre- and post-deployment health assessments and medical screenings for Post-Traumatic Stress Disorder and Traumatic Brain Injury are not required.

a. Enclosure (1) reported that on March 6, 2018, CDR Starmer was found guilty at general court-martial for violation of Uniform Code of Military Justice (UCMJ) Article 92 (Willful dereliction of duty), Article 134 (Patronizing a prostitute) and Article 134 (Adultery). Specifically, in September 2012 and April 2013, CDR Starmer wrongfully accepted the gifts of food and liquor from Leonard Francis, in excess of ethical limits and in violation of DOD-5500.7-R, the Joint Ethics Regulation. Additionally, CDR Starmer wrongfully accepted the gifts of prostitutes on or about April 2, 2013 to April 3, 2013, from Leonard Francis, and engaged in sexual intercourse with two women not his wife. CDR Starmer committed these offenses associated with Glenn Defense Marine Asia (GDMA) while serving as the Director of Maritime Operations for Joint U.S. Military Advisory Group Thailand from June 2010 to July 2013. He was sentenced to 60 days' restriction, fined \$3,000.00 and forfeiture of \$1,500.00 pay per month for two months and was awarded a Punitive Letter of Reprimand.

b. Enclosure (2) notified CDR Starmer of the initiation of administrative proceedings requiring him to separate from the naval service. In response, he acknowledged his rights and submitted a voluntary retirement request, enclosure (3).


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c. Enclosure (4) contains CDR Stamer's fitness reports received as an O-5.

d. Enclosure (5) contains CDR Stamer's fitness reports received as an O-4.

2. Recommendation. Retire CDR Stamer from the naval service in the paygrade of O-4 with a General (under Honorable conditions) characterization of service, separation code RNC (unacceptable conduct). Recoup community managed bonuses, as applicable.


K. P. BURKE

ASN (M&RA) DECISION:

Retire Member:

YES/NO

Paygrade: O-4

Characterization of Service: OTH

FEB 14 2019


Assistant Secretary of the Navy
(Manpower and Reserve Affairs)



DEPARTMENT OF THE NAVY

NAVAL DISTRICT WASHINGTON
1343 DAHLGREN AVENUE SE
WASHINGTON NAVY YARD, DC 20374-5161

1611
Ser N00J/261
12 Oct 18

FIRST ENDORSEMENT on CDR Starmer ltr of 3 Oct 18

From: Commandant, Naval District Washington
To: Secretary of the Navy
Via: Commander, Navy Personnel Command (PERS-834)

Subj: RESPONSE TO NOTIFICATION OF ADMINISTRATIVE SHOW CAUSE
PROCEEDINGS

Ref: (c) CDR Starmer ltr of 7 Mar 18

Encl: (6) CDR Starmer Voluntary Retirement ltr of 3 Oct 18

1. Forwarded. Please note, CDR Starmer previously submitted reference (c) to PERS-8353 requesting retirement.

2. (b)(6), (b)(7)(C) JAGC, U.S. Navy, is my point of contact on this case and may be reached at (b)(6), (b)(7)(C) or via email at (b)(6), (b)(7)(C)@navy.mil.

(b)(6), (b)(7)(C)

By direction

Copy to:
COMUSFLTFORCOM NORFOLK VA
CDR Starmer

3 Oct 18

From: CDR JASON W STARMER, USN, 1710
To: Commander, Navy PERSONNEL Command (PERS-8353)
Via: Commandant, Naval District Washington Navy Yard

Subj: VOLUNTARY RETIREMENT

Ref: (a) DoD 5500.7-R of 29 Nov 07
(b) SECNAVINST 1920.6C

1. Having completed 28 years 7 months of active service, I request transfer to the Retired List to be effective on the 1st day of August 2019. I hereby certify that upon requested retirement date, I will have served all training and special pays service obligations. I further understand that if I have any active duty obligation remaining in my contract, my request for retirement may be denied or I shall be required to reimburse the government, if request is approved.

2. I intend to request 20 days permissive TDY and 60 days separation leave.

3. I have read and thoroughly examined reference (a), specifically Chapters 8 and 9, concerning pre- and post-retirement standards of conduct and employment activities. I further understand that I may direct any questions to my area ethics counselor or the Office of the Judge Advocate General (Code 13).

4. In accordance with reference (b), I understand that a BOI will not be convened to make a recommendation to SECNAV on retirement grade. I understand that SECNAV may retire me in a lesser paygrade than currently held; and the retirement grade will be the highest grade in which I served satisfactorily, as determined by SECNAV.

5. I have consulted with counsel [REDACTED] JAG USN

6. I admit that my performance in the incident five years ago was substandard and I have admitted to my misconduct. My request for retirement is voluntary and my request may be withdrawn only with the permission of SECNAV.

7. I desire to add supplemental material to SECNAV for consideration as enclosures (1-5) of my Letter dated 3 October 2018, (RESPONSE TO NOTIFICATION OF ADMINISTRATIVE SHOW CAUSE PROCEEDINGS).

8. POC [REDACTED]


J. W. STARMER

ENCL (6)

3 Oct 18

From: CDR Jason Starmer, USN, 1710
To: Secretary of the Navy
Via: (1) Commandant, Naval District Washington
(2) Commander, Navy Personnel Command (PERS-834)

Subj: RESPONSE TO NOTIFICATION OF ADMINISTRATIVE SHOW CAUSE
PROCEEDINGS

Ref: (a) Commander, Navy Personnel Command ltr Ser 834/356 of 25 Sep 18
(b) COMUSFLFORCOM ltr 5810 Ser N01L/031 of 29 Mar 18

Encl: (1) Acknowledgement of Rights Form
(2) Voluntary Retirement Request
(3) Character Letters
(4) Fitreps
(5) Awards and Decorations

1. I have received reference (a), notifying me that I have been recommended to be separated from the Naval service with a General (under Honorable conditions) characterization of service. Commander, U.S. Fleet Forces Command (the Convening Authority), after reviewing the facts of the case, and in accordance with the pre-trial agreement, recommended that I be retired in the paygrade of 0-5. (Reference b). As requested, I have completed enclosure (1), the acknowledgement of rights form, and I have waived a Board of Inquiry. I had previously submitted my voluntary retirement request in accordance with my pre-trial agreement. That request is enclosure (2).

2. I have also attached several character letters, fitness reports, and awards and decorations (enclosures 3-5), which I humbly submit for your consideration. I am profoundly regretful and take full responsibility for my mistakes. That has been my attitude from the beginning. I acknowledged wrongdoing to investigators, pled guilty, candidly admitted my mistakes at court-martial, and served my punishment. It is my sincere hope that my career will be defined by my 27 years of otherwise meritorious service and how I have tried to own up to my failures. Thank you for your consideration.


J. STARMER
CDR, USN

2 OCT 18
DATE

From: CDR Jason W. Starmer, USN, 1710
To: Commander, Navy Personnel Command (PERS-834)
Via: Commandant, Naval District Washington

Subj: ACKNOWLEDGMENT OF RIGHTS

Ref: (a) COMNAVPERSCOM ltr 1920 Ser 834/356 of 25 Sep 18
(b) CDR Starmer's Pre-Trial Agreement of 27 Feb 18

1. Receipt of reference (a) is acknowledged.

☒ I desire to tender a voluntary retirement request. I understand my request will be processed for retirement grade determination by Secretary of the Navy and that I may be retired in a reduced pay grade and my service may be characterized as less than Honorable. I understand that my voluntary retirement request may only be withdrawn with the permission of Secretary of the Navy. I understand that by waiving my right to a Board of Inquiry (BOI), Secretary of the Navy will make the retirement grade determination without a recommendation from the board. My retirement request and statement in support of retirement in grade are attached. I understand that I committed misconduct and substandard performance of duty.

() I do not desire to tender my retirement request.

2. ☒ I understand my right to a BOI is waived, per reference (b).

3. I have consulted with counsel

☒ Name/Grade/Branch of Service):

(b)(6), (b)(7)(C)

JAG USN

() Civilian Name/Address: _____

4. () I have served in an imminent danger pay area as defined by OPNAVINST 6100.3A within the last 730 days. All required pre- and post-deployment health assessments and medical screenings for PTSD and TBI have been completed as required. PTSD/TBI has been diagnosed and was determined by appropriate medical authorities to be a contributing factor in this case.

Subj: ACKNOWLEDGEMENT OF RIGHTS

() I have served in an imminent danger pay area as defined by OPNAVINST 6100.3A within the last 730 days. All required pre- and post-deployment health assessments and medical screenings for PTSD and TBI have been completed as required. PTSD/TBI has not been diagnosed and was determined by appropriate medical authorities not to be a contributing factor in this case.

() I served in an imminent danger pay area as defined by OPNAVINST 6100.3A within the last 730 days while embarked on a U.S. Navy vessel OR embarked with a U.S. Navy aviation squadron conducting a routine deployment. Pre- and post-deployment health assessments and medical screenings for PTSD and TBI are not required.

(X) I did not serve in an imminent danger pay area as defined by OPNAVINST 6100.3A within the last 730 days. Pre- and post-deployment health assessments and medical screenings for PTSD and TBI are not required.

5. My daytime telephone is

(b)(6), (b)(7)(C)

6. My official e-mail address is

(b)(6), (b)(7)(C)

7. My personal e-mail address is


J. W. STARMER

7 March 2018

From: CDR JASON W STARMER, USN, 1710
To: Commander, Navy Personnel Command (PERS-8353)
Via: Commanding Officer, Naval District Washington Navy Yard

Subj: VOLUNTARY RETIREMENT

Ref: (a) DoD 5500.7-R of 29 Nov 07

1. Having completed 27 years 10 months of active service, I request transfer to the Retired List to be effective on the 1st day of October. I hereby certify that upon requested retirement date, I will have served all training and special pays service obligations. I further understand that if I have any active duty obligation remaining in my contract, my request for retirement may be denied or I shall be required to reimburse the government, if request is approved.

2. I intend to request 20 days permissive TDY and 70 days separation leave.

3. I have read and thoroughly examined reference (a), specifically Chapters 8 and 9, concerning pre- and post-retirement standards of conduct and employment activities. I further understand that I may direct any questions to my area ethics counselor or the Office of the Judge Advocate General (Code 13).

4. POC [REDACTED] (b)(6), (b)(7)(C)



J.W. STARMER

Enclosure (2)

6 April 2018

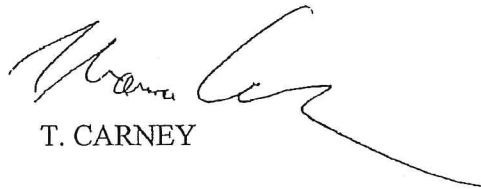
From: Thomas Carney, RDML (ret)
Joint Staff, Deputy J8 Force Structure, Resource and Assessments

To: Commander, Navy Personnel Command (PERS-834)
Via: Commander, U.S. Fleet Forces Command

Subj: CHARACTER STATEMENT ICO CDR JASON W. STARMER

1. I have known CDR Jason Starmer for several years. As Commander of COMLOGWESTPAC I interacted with him on numerous occasions when he was Director of Maritime Operations in JUSMAGTHAI in Bangkok. Later he was stationed at the Joint Staff where I'm the Deputy J8 for Force Structure, Requirements and Assessments. CDR Starmer worked across the hall in Plans and Policy and where we were able to interact with each other. Over the years I have closely observe CDR Starmer as well as engage on a personal and professional level numerous times.

2. I was a character reference for CDR Starmer during his trial and I will state what I told the judge then. CDR Starmer is one of the finest officers I have served with throughout my lengthy career. I would not hesitate to have him serve on my staff. Although I do not condone his behavior in this incident, I do not believe that it reflects the rest of his 27 years of service and is definitely not the character of person that I am have come to know. I have no doubt that he is sorry for his actions.



T. CARNEY

27 February 2018

From: James Leslie McReynolds, Captain, USN
Military Associate Dean, School of International Graduate Studies
Naval Postgraduate School
1 University Circle, Monterey California, 93943

To: Honorable Judge

Subj: CHARACTER STATEMENT ICO UNITED STATES V. CDR JASON STARMER,
USN

I am Captain James Leslie McReynolds. I currently live in Monterey California and stationed at the Naval Postgraduate School. I am the Military Associate Dean of the School of International Graduate Studies and the senior Navy FAO at NPS. I have served in the United States Navy for 29 years; most of the first 20 years of service as a surface warfare officer and the last 10 years as a Foreign Area Officer. As a SWO, I have served on numerous ships in positions from division officer to executive officer of an AEGIS destroyer. As a SWO, I also served on afloat and ashore commands including a tour in the Pentagon. During my career as a SWO, I led hundreds of officers and enlisted. As a FAO, I served overseas in Japan, Thailand and Malaysia. In Malaysia, I was the Senior Defense Official/ Defense Attaché/ Naval Attaché. In that position I had 20 plus people working for me and was the senior US Military representative in Malaysia.

I have known CDR Starmer and his family since we studied the Thai language together at the Defense Language Institute in Monterey California in 2009. I also served with CDR Starmer in Thailand at the Joint US Military Advisory Group, Thailand (JUSMAGTHAI) starting in January 2010 until he departed in about June of 2013. After we departed Thailand our families stayed in casual contact, but did not serve together. CDR Starmer did not work directly for me during our time in Thailand, but we did work closely together. As the senior naval officer at JUSMAGTHAI our overlapping responsibilities caused us to work together on a regular basis. As the senior FAO, I also was a career mentor for him. We lived in the same housing compound and our family socialized regularly. I considered Jason of subordinate, close colleague and a friend.

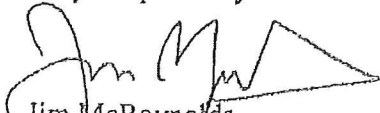
As stated above, I worked closely with CDR Starmer at JUSMAGTHAI. He did not report directly to me, so I did not write his fitness reports, but our interactions were often daily and I had the ability to closely observe his work habit, behavior, productivity and leadership skills. I often coordinated with his immediate supervisors and I am aware of their general opinion of his work performance.

I can say without reservation that the consciences of the leadership at JUSMAGTHAI was that CDR Starmer performance was outstanding. He was known as a creative problem solver, dedicated to improving the relationship between the US Navy and the Thai military. He was extremely focused on mission success and volunteered on a regular basis to work on projects not in his area of responsibility. CDR Starmer often volunteered to spearheaded planning for other

branches of the US Military's events and exercises to fill manning shortfalls. From my observations, he was also a dedicated family man spending off duty hours with his wife and two sons, involved in their school and volunteering with his sons' extracurricular activities including the scouts. I considered him a motivated naval officer focused on family and career. CDR Starmer's superb performance made him a standout in Thailand and the Pacific command. I thought highly enough about CDR Starmer's performance to write letters of recommendation for him and work with PACOM leadership to ensure he had breakout fitness reports.

Because of the level of trust and respect I had for him as an officer and a family man, learning of his misconduct was devastating. I cannot speak to the specific charges against him nor did I observe any of the types of behavior he has been accused of. I never observed him to be unduly influenced by anyone. Since I do not have all the facts, I do not feel I am in a position to comment on the type of punishment he should receive. I am only writing this letter because I believe his outstanding performance, I observed at JUSMAGTHAI, deserves to be considered when weighing that punishment. I realize his service as a naval officer is over, but I recommend that his performance and his strong military record over his career be considered in determining the appropriate punishment to be awarded.

Very Respectfully



Jim McReynolds
Captain USN

February 26, 2018

From: Tyrone Franklin, Lieutenant Colonel, USMC
To: Honorable Judge

Subj: CHARACTER STATEMENT ICO UNITED STATES V. CDR JASON STARMER,
USN

1. I'm Lieutenant Colonel Tyrone Franklin. I'm the Deputy Assistant Chief of Staff Recruiting for Marine Corps Depot San Diego/Western Recruiting Region located in San Diego, California. I have served in the United States Marine Corps for 23 years. Over my career, I have been awarded the Defense Meritorious Service Medal, (2) Meritorious Service Medals, Navy Marine Corps Commendation Medal, and (2) Navy and Marine Corps Achievement Medals. I have served in numerous leadership billets including Officer in Charge (OIC) for Logistics Operations for 3d Marine Division with 20 junior Marines, Director Joint Operations for Joint United States Advisory Group Thailand (JUSMAGTHAI) with 7 junior staff, Detachment OIC for Civil Affairs for III Marine Expeditionary Force with 40 junior staff, to name a few.

2. I was Commander Starmer's OIC while both of us were assigned to JUSMAGTHAI located in Bangkok, Thailand.

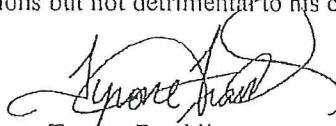
3. Commander Starmer and I worked daily at JUSMAGTHAI performing our duties of engaging the Royal Thai military by advancing both the United States and Royal Thailand military exercise engagement program. As his OIC, I provided oversight for his Navy Program with the Royal Thai Navy to ensure the Navy engagement program met PACOM and US Mission Thailand objectives.

4. While working with Commander Starmer, he was thoroughly engaged in accomplishing his objectives. He was one of the most exceptional officers I have served with over my 23 years in the military. He demonstrated resolve, determination, and passion in accomplishing his duties. He is a skilled team builder which he demonstrated by developing enduring relationships with senior Royal Thai Navy officers. He took a less than stellar program and advanced the Navy exercise program well beyond my expectations. Senior U.S. military leadership always sought his advice regarding Royal Thai Navy capabilities and capacities due to his demonstrated expertise. From my daily observations, Commander Starmer has unlimited potential to serve at increased responsibilities. I rank him in the top 1% of all officers I have served with due to his unwavering dedication to mission accomplishment. I have been impressed with him from day one on the job due to his honest assessments and continued forward thinking in becoming an accomplished Navy officer.

5. Commander Starmer has informed me of the serious charges he faces due to his actions while assigned to JUSMAGTHAI. Honestly, I was completely shocked and it shook me to my core. Commander Starmer was faced with a truly difficult situation. His job required him to coordinate and correspond with Glen Defense Marine Asia (GDMA) and Leonard Francis in particular to ensure that all of the logistics were in place for JUSMAGTHAI's exercises. In a way, his job

requirements may have made him susceptible to Leonard's influence due to having to balance the demands of the exercise requirements. From what I have read of Leonard Francis, I can say that Leonard's influence was strong and pervasive. Even knowing this, however, from what I observed from Commander Starmer, and from personally knowing his family, I could not believe the charges. That being said, I still would have Commander Starmer on my team under the most stressful of circumstances. He has the character traits you desire when you need them the most. He is still an asset to the Navy and will serve with honor for his remaining time in service. Commander Starmer is an outstanding officer and a good man who made a mistake. Punishment should be swift and appropriate for his actions but not detrimental to his career or his family.

/s/



Tyrone Franklin

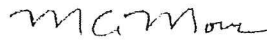
23 Feb 2018

From: Colonel (Ret) Michael A. Moore, USMC
To: Honorable Judge

Subj: CHARACTER STATEMENT ICO UNITED STATES V. CDR JASON STARMER,
USN

1. Greetings, my name is Colonel (Ret) Michael A. Moore. I currently reside in Edwardsville, Illinois and serve as the General Manager of an Amazon Fulfillment Center. I am responsible for delivering our customer promise and all business aspects within the four walls of a center that employs over 1,000 Associates. Prior to this, I served in the United States Marine Corps for 33 years. During my career I had the great fortune to see the world and lead Marines and Sailors in garrison and in combat. I have three deployments to Iraq and one to Afghanistan. In 2009, while I was the Commanding Officer of Marine Light Attack Helicopter Squadron 369 (325 personnel and 27 tactical aircraft), I deployed to the Helmand Province of Afghanistan during a highly kinetic summer fighting season. In 2013 I served as the Commanding Officer of Marine Aircraft Group 39 (4,800 personnel and 150 tactical aircraft). My decorations include the Defense Superior Service Medal, Legion of Merit, Bronze Star, Meritorious Service Medal, and Air Medal with combat V and strike flight 20.
2. I met CDR Jason Starmer in July of 2015 when he joined the Joint Staff, J5, Strategy and Plans, Asia Directorate. I was the Division Chief for Politico-Military Affairs for South, Southeast Asia and Pacific Oceania. He worked as my direct report within my Division as the Desk Officer for Vietnam, Cambodia, Laos, Myanmar, Thailand and Australia. I interacted with him professionally on a daily basis.
3. During this tour, Jason was the absolute top performer in my Division. He provided exceptional politico-military advice to the Chairman of the Joint Chiefs of Staff and across the Department of Defense and wider U.S. Government. He personally prepared me to lead bilateral dialogues with Foreign and Defense Ministerial representatives, helped negotiated valuable compromises, and deliver key messages that consistently advanced U.S. National Interests. Our nation is safer because of the work he's done. I would go out of my way to serve with him in any clime or place. He's that good.
4. Jason is a successful team builder across diverse organizations, with a proven track record of solving complex problems. In the simplest terms, he applies a blue collar, workmanlike approach and just gets the job done. Aside from laser focus on achieving mission success, his true gifts are his exceptional communication skills and affable personality. He can light up the room and immediately builds trust through engagement and genuine concern for others. He is the consummate family man, and often fondly talked of his wife of 25 years and his two sons.
5. While I acknowledge and understand the seriousness of the misconduct at issue, I firmly believe that this will be a small bump in the road on what otherwise is a remarkable career. The totality of the value that Jason has provided over two decades of service more than mitigates the issues of

why we are here today. Our nation is better because men like Jason volunteered to serve. Should I still be on active duty, he would undoubtedly have a spot on my team.

A handwritten signature in dark ink, appearing to read "MAC Moore". The signature is fluid and cursive, with the first part "MAC" being more distinct than the last name "Moore".

Michael A. Moore, Colonel (Ret), USMC

Pages 17 through 30 redacted for the following reasons:

(b)(6), (b)(7)(C)